# Aspiring Leaders 2024-25

This is the full application form for the Aspiring Leaders programme - 2024-25.

If you have aspirations to become a People Manager at Aberdeen City Council - then this is the opportunity for you! Selected candidates will undertake a 9 -12-month programme of professional development, including:

* A programme of learning to develop your knowledge, skills and confidence as a leader
* Be assigned a coach
* Be assigned an experienced manager to act as your mentor
* Build your profile and network in the council and city, through a range of networking and development opportunities
* Take part in a corporate team project

Before applying, please discuss this with your line manager for an agreement in principle, as you will require time in your diary to focus on your development. We anticipate this time commitment to be around 2 days per month.

If you have any questions about any aspect of the application form or selection process for the Aspiring Leaders programme, please contact **PeopleDevelopment@aberdeencity.gov.uk**

Closing date for applications is **4pm on** **Friday the 6thof September 2024.**

Your name:

Job title:

Email address:

Your cluster:

Your manager:

Have you spoken with your manager and are they are supportive of this application?

|  |  |
| --- | --- |
| Stop outline  | **Yes, they are supportive** |
| Stop outline  | **No, not yet spoken to them** |
| Stop outline  | **I've spoken with them, they are not supportive** |

## The questions

There are 3 questions in the application form - which are designed to assess your potential and suitability for a place on the programme.

You can choose to present your answers in any format you wish e.g. video, powerpoint, word document. If you are choosing to present your answers in word format, please aim for no more than 500 words for each answer. If you are choosing to present your answers in powerpoint format, please make sure than there are no more than 10 slides in total. If you are choosing to present your answers in video format, please ensure that the video is no longer than 20 minutes.

**1) Local authorities across the UK are facing unprecedented challenges and the role of people managers is critical. What does Aberdeen City Council need from its people managers in order to overcome these challenges?**



**2) Great leaders are made, not born. What makes you a great leader?**

**3) What do you think your biggest challenge might be in becoming a people manager?**



How to submit your application

If you’re completing your form digitally, please email a completed copy to peopledevelopment@aberdeencity.gov.uk

If you’re completing a printed copy, please use internal mail to send to the address below:

People Development Team

People and Citizen Services, Level 3 West

Marischal College

Broad Street

Aberdeen

AB10 1AB

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